

Walk The Talk Holistic Employee Wellbeing

Presentation by
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10 Nov 2022



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- The information in this presentation is correct as of 10 November 2022.



AGENDA

- **Why Workplace Wellbeing?**
- **Designing a Holistic Workplace Wellbeing**
- **Mindfulness Exercise**
- **Panel Discussion**



ABOUT AIA GROUP

Largest Footprint in Asia

AIA CORPORATE SOLUTIONS FOOTPRINT

Our Corporate solutions footprint is the largest in Asia Pacific.

With access to dedicated AIA experts at both regional and local level, we ensure our clients have the right level of coverage and support to meet their protection and financial needs. These high service standards enable us to maintain our market-leading positions across the region.



#1 LIFE INSURER IN THE WORLD

LARGEST

ACROSS ASIA-PACIFIC
(EX-JAPAN)

#1 IN SG, AUS,
MY AND TH

TOP 3
IN SEVEN MARKETS

USD 2BN
PORTFOLIO

120,000
CORPORATE CLIENTS

A HOLISTIC WORKPLACE WELLBEING PROGRAM

From Insights to Intervention



A Holistic Workplace Wellbeing Program

4 Dimensions of WorkWell

Live Well

Focuses on physical wellness through promoting health screenings, physical activity, good nutrition, and access to quality health services throughout employees' health and wellness journey



Feel Well

Focuses on social wellness to reinforce employees' self-esteem by building an inclusive work environment and supportive network that fosters a sense of belonging to a wider community. Doing so promotes purpose and resilience among employees



Think Well

Focuses on mental wellness through fostering awareness of employees' mental health and providing tailored solutions in the form of education, self-help tools, coaching, counselling, and access to preferred mental health providers

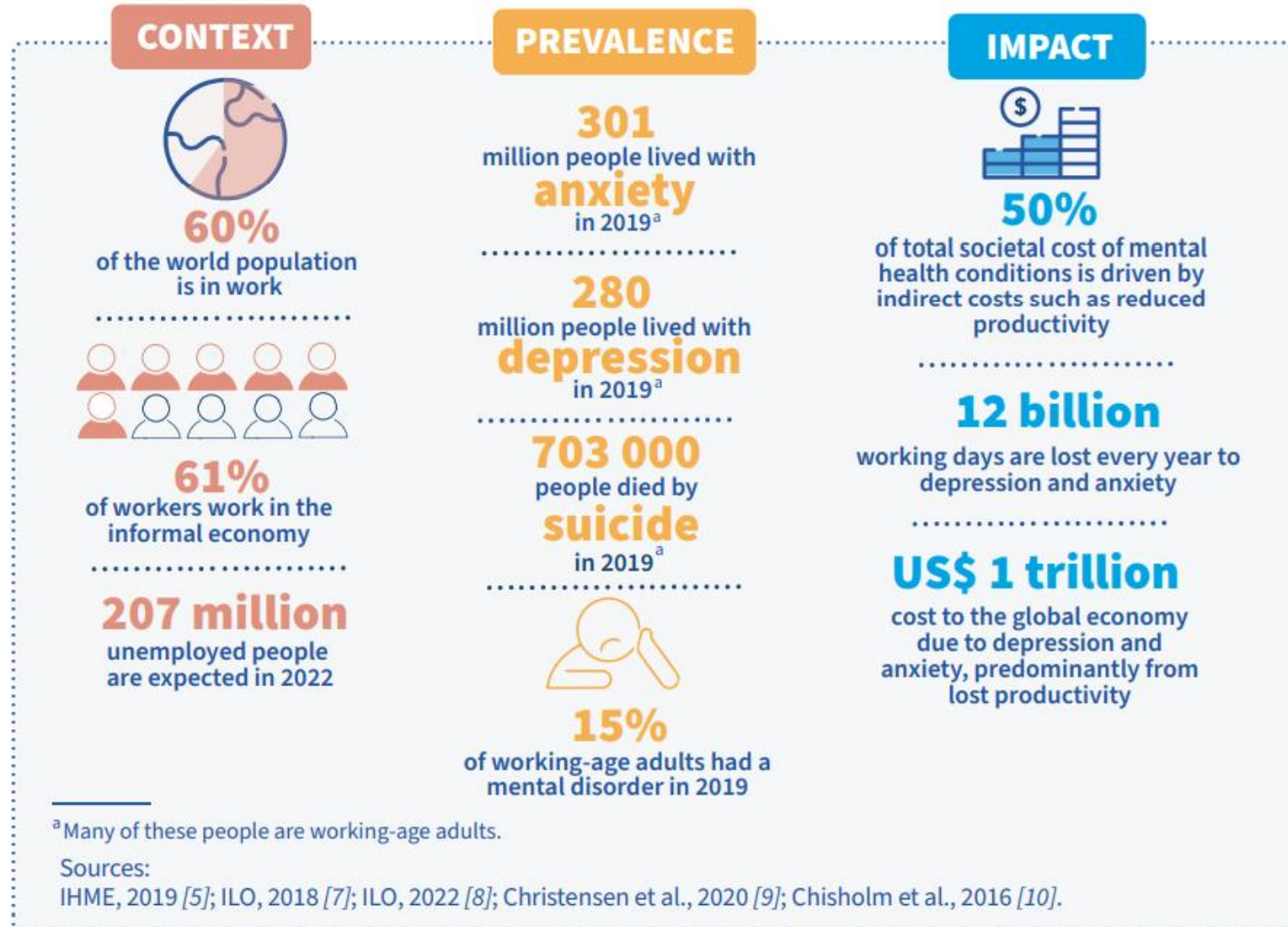


Plan Well

Focuses on financial wellness by improving financial literacy, providing self-help tools and solutions and if needed, access to professional help for planning and managing finances across different life stages



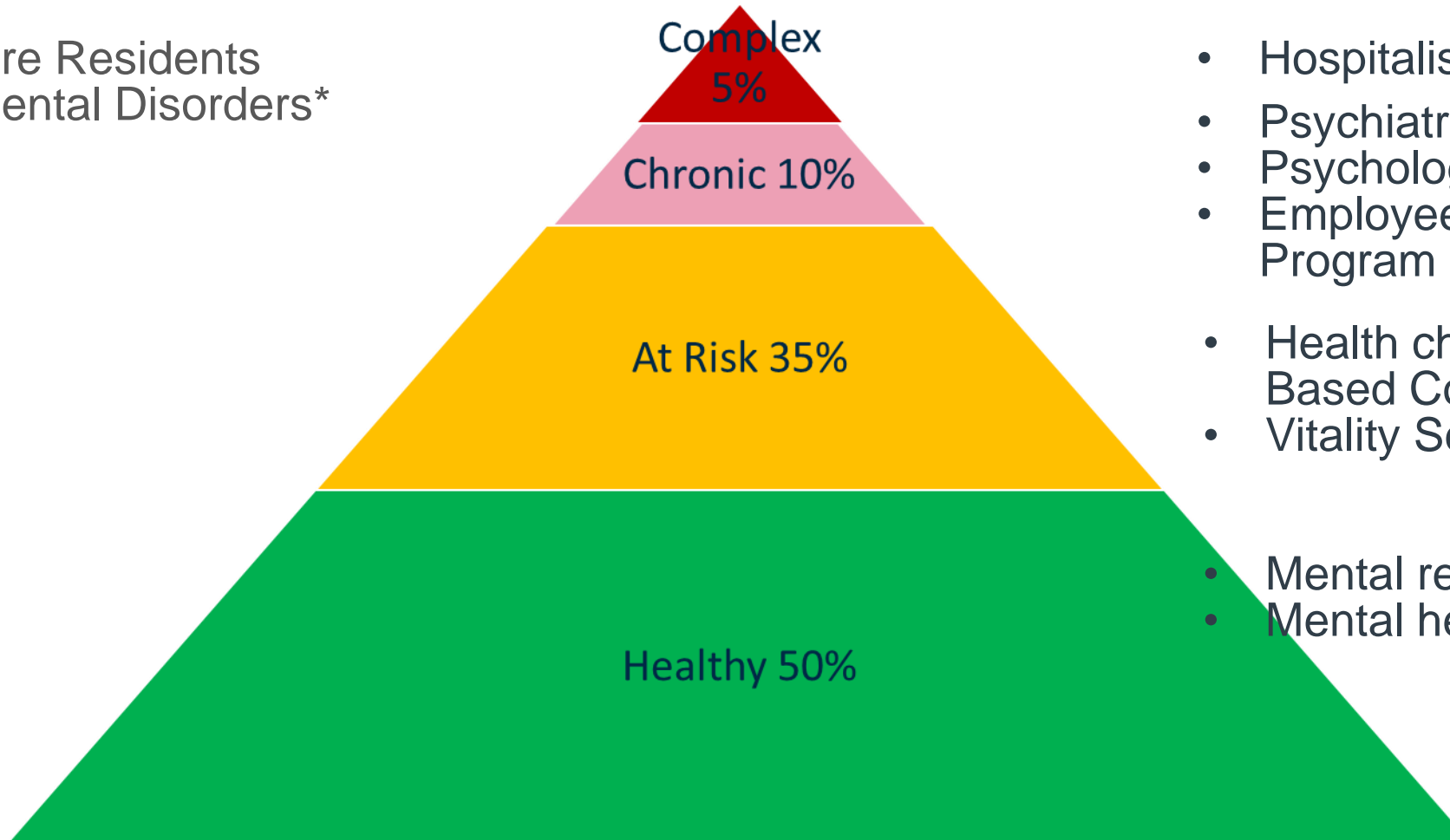
Mental health at work in numbers



Think Well

Supporting your mental wellbeing continuum

1 in 7 Singapore Residents
Suffers from Mental Disorders*



- Hospitalisation Benefits.
- Psychiatric consultation
- Psychological consultation
- Employee Assistance Program
- Health checkup & Text Based Coaching
- Vitality Self Assessment
- Mental resilience training
- Mental health literacy

Source:

*https://www.imh.com.sg/uploadedFiles/Newsroom/News_Releases/SMHS%202016_Media%20Release_FINAL_web%20upload.pdf



The hybrid revolution is upon us.

Mental Health

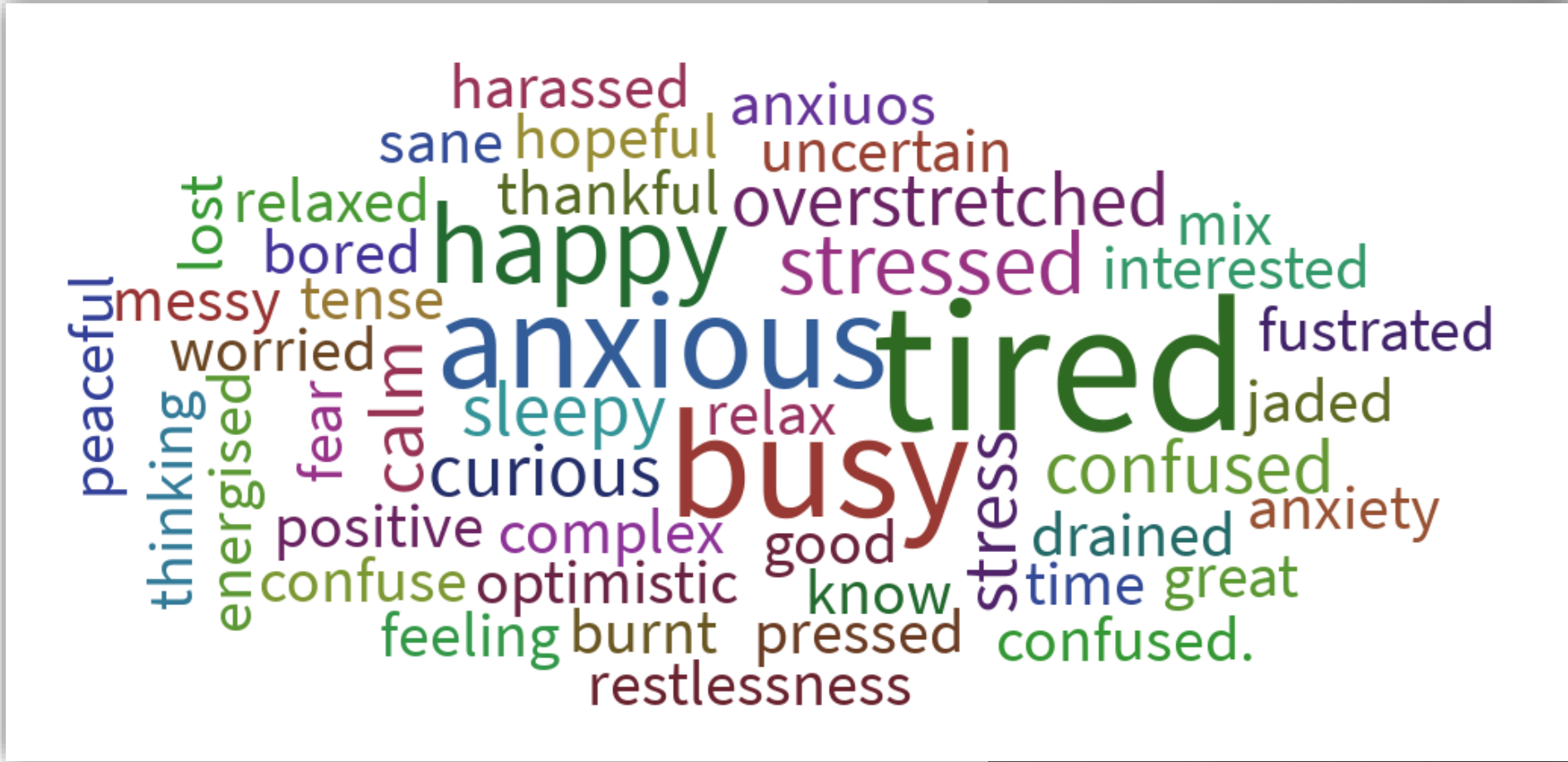
Digital Overwhelm

Culture & Connection

Building



n
tched
ed
mix
interested
frustrated
red
jaded
confused
anxiety
drained
great
time
confused.
less
s



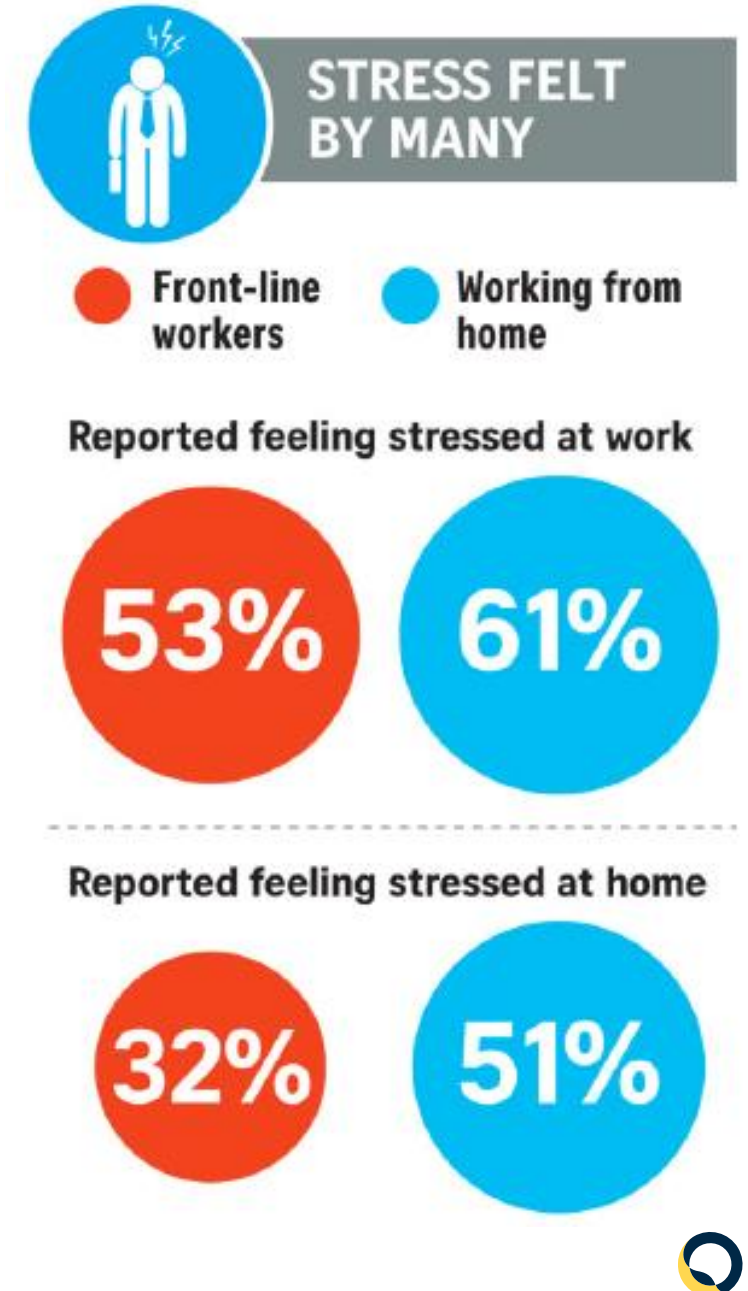
Stress of the Hybrid Work Revolution

31% feels mental well-being has worsened since Circuit Breaker

74% worked on rest days or beyond regular work hours.

61% women more stressed than men (50%)

<https://www.straitstimes.com/singapore/work-from-home-arrangements-highlight-need-to-build-workers-mental-resilience-zaqy>
Milieu Insight poll of 1,000 people, conducted from March 25 to March 29, 2021
<https://www.straitstimes.com/business/invest/stressed-out-over-work-help-at-hand-0>
Mercer survey done between July and September 2020
<https://www.straitstimes.com/singapore/health/more-working-from-home-feel-stressed-than-those-on-covid-19-front-line>
National University Health System's (NUHS) Mind Science Centre survey of 1,407 respondents in May, June 2020



MENTAL RESILIENCE PROGRAMS

Building Mental Resilience for Healthier, Longer, Better Lives



REDISCOVER, REALIGN, RECLAIM



Welcome to the final quarter of 2022!

Good mental health is key to our successful navigation of personal and workplace priorities during the challenging year end rush.

Join us to:

- Rediscover good mental health habits
- Realign with purpose and meaning to prioritise what's important
- Reclaim energy for workplace performance

Let's take stock of where we have been, and celebrate milestones both big and small, which will help sustain our mental energy.

Join us for our 3-session program so we can Rediscover, Realign and Reclaim our mental resilience.

BLOCK YOUR CALENDAR TODAY!

Session 1: Rediscover - Gratitude and Joy							Session 2: Realign - Meaning Making/Purpose							Session 3: Reclaim - Digital Detox						
October 2022							November 2022							December 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1			1	2	3	4	5					1	2	3
2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
30	31																			

■ Webinars (45 mins) | 1:30PM - 2:15PM ■ Mind Gyms (15 mins) | 1:30PM - 1:45PM ■ Public Holiday

FACILITATOR

Potential Project is a global leadership training, organizational development, and research firm. Their mind training programs have been implemented in over 600 global companies, achieving powerful results to improve performance, inspire innovation, and enhance stress resilience, while creating people-centric cultures and developing visionary leadership. Find out more at www.potentialproject.com.

FACILITATORS' PROFILES



ZERLINA SIM

COUNTRY DIRECTOR & PARTNER

Zerlina is a Chartered Accountant and established her career in business consulting across a range of industries including oil and gas, financial services and manufacturing with top-tier finance and management consultancies in Australia, U.K. and Singapore.

Today, she is a leadership coach to clients based in Singapore and around the world. Zerlina offers many years of mind training experience to help clients with focus and resilience at work and at home.



DAVID CHUING

COUNTRY DIRECTOR & PARTNER

David combines his practice of mindfulness with 20 years of experience in managing IT solutions across Asia and the USA for Sales and Marketing stakeholders, from an entrepreneurial digital marketing agency to a Fortune 100 MNC environment.

16 of those years were spent at Intel Corporation where he held regional to global responsibilities in a variety of roles.



MALLIKA KRIPALANI

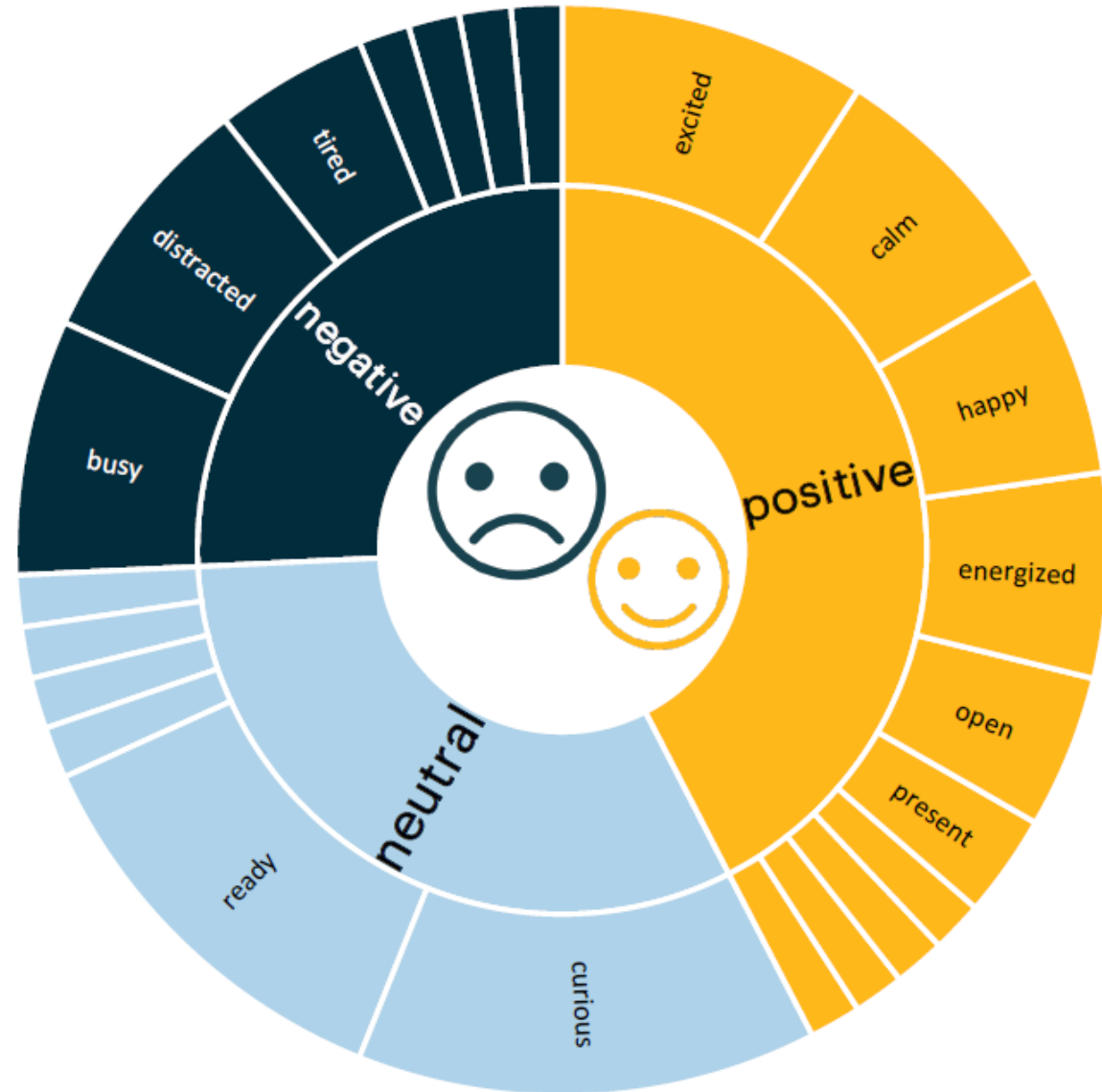
SENIOR FACILITATOR

Mallika is an educator and accredited executive coach who works with both leaders and teams, incorporating Acceptance and Commitment training (ACT) and Mindfulness to enhance career and leadership development. She also facilitates programmes aimed at strengthening empathy, resilience and stress management skills with global clients and at Singapore Management University. Mallika started her career in the reinsurance industry, where she held many demanding roles in sales, marketing and business development.

FEBRUARY 2021 PROGRAM – START OF SESSIONS

At the **beginning** of all **sessions**, the emotional tone was **mixed**, made up mostly of positive and neutral states.

Positive emotions made up 40%, neutral emotions 32%, and negative emotions 28%.

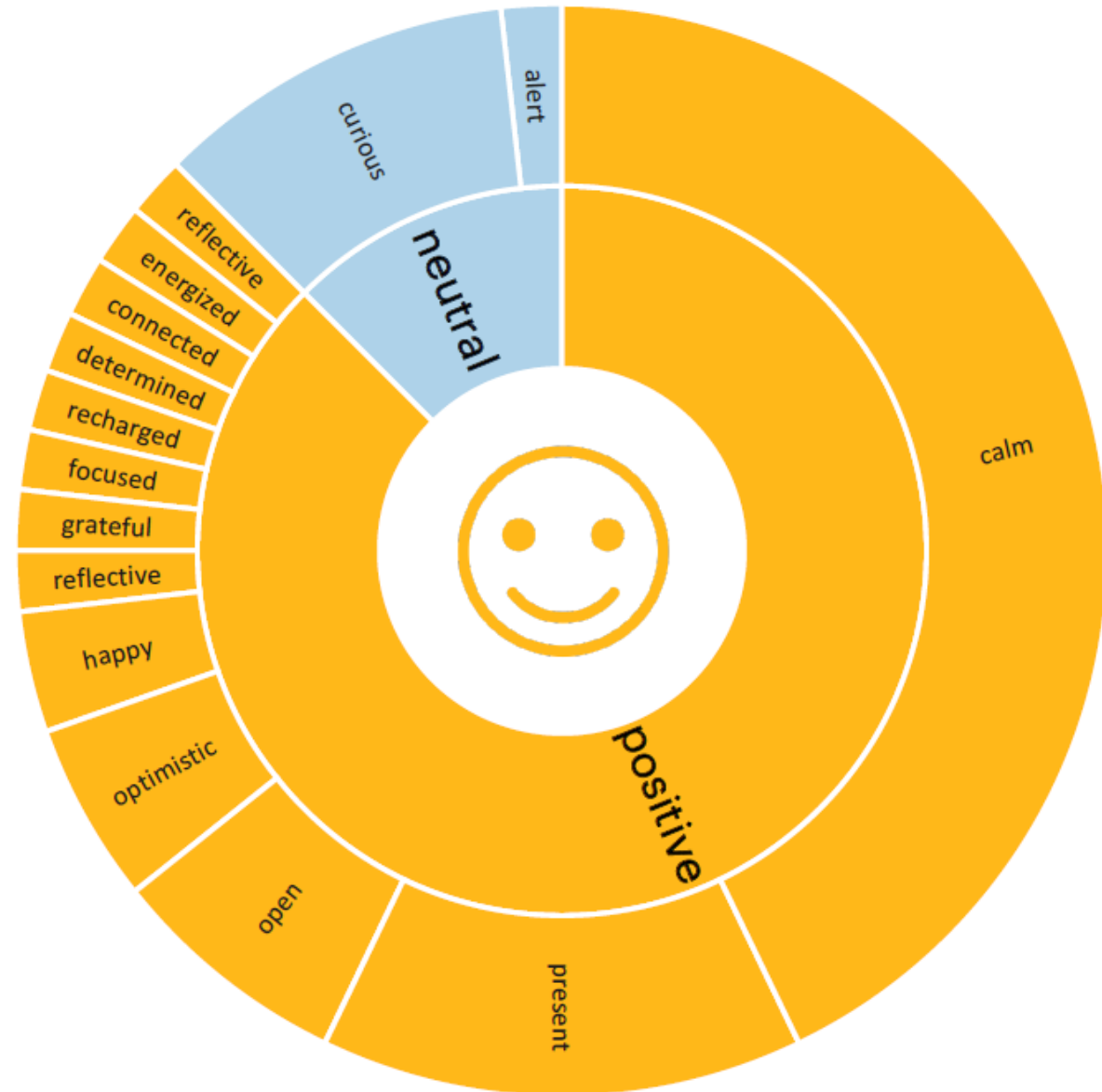


FEBRUARY 2021 PROGRAM – END OF SESSIONS

At the end of the session, the emotional tone was **largely positive**. No negative emotions reported.

Positive emotions made up 88% and neutral emotions 12%.

Participants also showed a 40% increase in “emotional synchrony” as expressed by a larger portion of participants reporting a smaller number of emotional states.





**WISHING YOU
HEALTHIER, LONGER, BETTER LIVES!
THANK YOU**

CELEBRATING
100
YEARS



HEALTHIER, LONGER,
BETTER LIVES